

Command Climate



Command Climate

Interpret and Influence Command Climate

- **Assessment of the command climate with the Brigade**
- **Personal considerations for the health & welfare of the cadre**



Assessing Command

Climate

**Cadre exhibit a high degree of ethical
& moral behavior**

*** Assessed by:**

- Visits to campus/cadre counseling, briefings, etc**
- Esprit de Corps displayed by cadre & cadets**
- Number of IG complaints/ open door discussions**
- Telephonic discussions/complaints to BDE staff**



Assessing Command

Climate

Cadre have a clear understanding of their duties

*** Assessed by:**

- **Embracing of the “Way Ahead” concept**
- **Production numbers are indicators**
- **Retention numbers are indicators**
- **Fiscally responsible**
- **Quality and timeliness of reports/suspense's**



Assessing Command

Climate

Is the PMS accessible and approachable

*** Assessed by:**

- **PMS have a clear status of his/her program**
- **Assessing cadets/cadre opinion or remarks**
- **Organization/appearance of the PMS's office**
- **Quality and timeliness of documents**
- **Number & type of complaints from subordinates**



Assessing Command Climate

Is communications between the staff effective?

*** Assessed by:**

- **Quality and timeliness of documents**
- **Clear vision of the commander's intent**
- **Duplication of effort by battalion staff**
- **Quality of training measured by NALC results/FTXs**

All production reports are indicators



Assessing Command Climate

Can organizational problems be brought to the attention of leadership?

*** Assessed by:**

- Job satisfaction with the cadre**
- Esprit de Corps displayed by cadets and cadre**
- Appearance and organization of ROTC office**



Assessing Command Climate

Are problems and concerns addressed properly?

*** Assessed by:**

- **Systemic problems continue to fester on**
- **Lack of progress or corrective action taken to address issues**
- **Esprit de Corps displayed by the cadre/cadette**



Assessing Command

Climate

Are leaders committed to the welfare of t

*** Assessed by:**

- **Quality of life issues on campus**
- **Appearance of office space and cadre**
- **Professional & personal improvement**
- **Dealing with high cost of living in New E**
- **Counseling and mentorship of cadre**



Assessing Command

Climate

Are cadre are treated equally and with dignity without regard to gender or ethnicity?

*** Assessed by:**

- **Number and type of complaints**
- **Level of responsibilities for cadre members**

commensurate with duty, experience and rank

➤ **Work atmosphere**



Assessing Command

Climate

Do all cadre present a positive image to the university and the community?

*** Assessed by:**

- **Appearance & attitude of cadre assigned**
- **Level of involvement in activities**
- **Appearance of office work space**
- **Cooperation with other campus based departments**
- **Access to influencers on campus**



Assessing Command

Climate

Conclusion

- **Communications**
- **BN CDR presence at training**
- **Cadet access to cadre**
- **Cadet attendance levels**
- **Consideration of Others**
- **Morale / Esprit de Corps**
- **Office and facilities**



Assessing Command Climate

Conclusion

- Listening skills of PMS
- Use of NCO's
- Distribution of work load
- Teamwork / Inclusion
- Personal knowledge of cadets
- Values
- Cross-talk with other PMS's



Personal Considerations

For the Health & Welfare of Cadre

Family members are combat multipliers

* Assessed by:

- Knowledge & access to programs available?
- Family members included in functions?
- Financial status in a high cost area?
- Number & type of personal



Personal Considerations

For the Health & Welfare of Cadre

Family members are combat multipliers

*** Assessed by:**

➤ Have cadre & family health & welfare issues been addressed to the appropriate levels?

➤ Is school sponsored housing available?

➤ Is there access to post facilities (PX



Assessing the PMS/Program

Assessing the PMS and the MSL

Program

- **Methods/tools to determine PMS' effectiveness**
- **“Renewable” contract**
- **Action plans for improvement**



Assessing the PMS

Methods/tools to determine PMS' effectiveness

Recruit

- PMS know & monitor recruiting periods?
- Data input in CCIM accurate?
- How is campus recruiting accomplished?
- Specific, targeted recruiting?
- Scholarship utilization?
- School incentives available on campus?



Assessing the PMS

Methods/tools to determine PMS' effectiveness

Retain

- PMS conduct instructor assessments?
- Innovative & challenging training conducted?
- Quality counseling sessions conducted?
- Cadre available to mentor & assist the cadets?



➤ PMS monitor cadet participation in

Assessing the PMS

Methods/tools to determine PMS' effectiveness

Develop Leaders

- Cadre conduct academic counseling on 1
- What is the status of at "Risk Cadets"?
- Status of MS III preparation for NALC?
- PMS using the OER SPT form to counsel



Assessing the PMS

Methods/tools to determine PMS' effectiveness

Commissioning

- Causes for not making mission?
- PMS monitor the cadet database to ensure accuracy of all input?
- Does the PMS know the status of each mission set?



Assessing the PMS

Renewable contract & Action Plans

- **Efficiency reports/support form**
- **Counseling in person or telephonically**
- **Contract for commissioning numbers**
- **Awards**

